

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	1,532.0	1,572.0	1,626.0
Pupils On Roll Regular Shared-Time		1.0	0.0
Pupils On Roll Special Ed Full-Time	200.0	195.0	219.0
Pupils On Roll SUBTOTAL	1,732.0	1,768.0	1,845.0
Pupils in Private School Placements	9.0	6.0	1.0
Pupils Sent to Other Districts Special Ed	16.0	14.0	4.0
Pupils Received	1.0	3.0	0.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	22,874,540	23,344,581	24,028,320
Total Tuition	10-1300	5,422	0	0
Unrestricted Miscellaneous Revenues	10-1XXX	183,139	59,754	30,000
Interest Earned On Capital Reserve Funds	10-1XXX	11,340	100	100
Subtotal - Revenues From Local Sources		23,074,441	23,404,435	24,058,420
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	31,715	31,715	34,472
Extraordinary Aid	10-3131	235,726	0	0
Categorical Special Education Aid	10-3132	983,678	983,678	1,003,779
Equalization Aid	10-3176	690,197	690,197	674,022
Categorical Security Aid	10-3177	41,109	41,109	48,132
Parcc Readiness Aid	10-3181	0	0	17,610
Per Pupil Growth Aid	10-3182	0	0	17,610
Professional Learning Community Aid	10-3183	0	0	18,290
Host District Support Aid	10-3184	0	0	517
Other State Aids	10-3XXX	35,220	35,220	0
Subtotal - Revenues From State Sources		2,017,645	1,781,919	1,814,432
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	0	21,593
Subtotal - Revenues From Federal Sources		0	0	21,593
Budgeted Fund Balance - Operating Budget	10-303	0	842,261	1,329,680
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	0	500,000
Adjustment For Prior Year Encumbrances		0	253,214	0
Actual Revenues (Over)/Under Expenditures		-2,004,877	0	0
Total Operating Budget		23,087,209	26,281,829	27,724,125

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	28,085	18,558	0
Total Revenues From Local Sources	20-1XXX	28,085	18,558	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	317,869	382,651	382,651
Total Revenues From State Sources		317,869	382,651	382,651
Revenues from Federal Sources:				
Title I	20-4411-4416	127,754	195,955	195,955
Title II	20-4451-4455	40,066	47,614	47,614
Title III	20-4491-4494	51,407	21,787	21,787
I.D.E.A. Part B (Handicapped)	20-4420-4429	508,238	521,969	521,969
Total Revenues From Federal Sources		727,465	787,325	787,325
Total Grants And Entitlements		1,073,419	1,188,534	1,169,976
Repayment of Debt:				
Transfers From Other Funds	40-5200	0	0	100,000
Revenues from Local Sources:				
Local Tax Levy	40-1210	533,154	491,331	410,429
Total Revenues From Local Sources		533,154	491,331	410,429
Withdrawal From Debt Service Reserve	40-313	0	22,219	0
Total Local Repayment Of Debt		533,154	513,550	510,429
Total Repayment Of Debt		533,154	513,550	510,429
Total Revenues/Sources		24,693,782	27,983,913	29,404,530
Total Revenues/Sources Net of Transfers		24,693,782	27,983,913	29,404,530

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,315,057	7,527,995	7,934,058
Special Education - Instruction	11-2XX-100-XXX	1,971,429	2,482,575	2,564,019
Basic Skills/Remedial - Instruction	11-230-100-XXX	318,119	462,789	465,363
Bilingual Education - Instruction	11-240-100-XXX	259,577	309,143	334,986
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	76,036	102,755	102,755
School-Sponsored Athletics - Instruction	11-402-100-XXX	529,311	579,949	568,125
Community Services Programs/Operations	11-800-330-XXX	18,248	32,754	31,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,116,382	1,978,634	2,436,161
Undist. Expenditures - Health Services	11-000-213-XXX	311,303	332,280	344,574
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	188,070	259,903	286,475
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	361,165	398,510	419,885
Undist. Expenditures - Guidance	11-000-218-XXX	412,689	476,452	498,958
Undist. Expenditures - Child Study Teams	11-000-219-XXX	326,684	417,915	533,425
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	222,685	579,276	671,806
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	102,146	113,903	114,013
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	83,905	92,000	136,850
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	722,885	780,517	729,196
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,086,513	1,159,949	1,200,648
Undist. Expend. - Central Services	11-000-251-XXX	610,581	558,754	591,241
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	0	120,909	124,536
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,276,494	2,939,431	2,916,845
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	435,590	629,547	702,263
Personal Services - Employee Benefits	11-XXX-XXX-2XX	2,830,508	3,037,222	3,482,392
Total Undistributed Expenditures		11,087,600	13,875,202	15,189,268
Total General Current Expense		21,575,377	25,373,162	27,189,574

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	8,353	10,000	10,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	1,503,479	898,567	8,567
Capital Reserve - Transfer To Capital Projects	12-000-400-931	0	0	500,000
Interest Deposit To Capital Reserve	10-604	0	100	100
Total Capital Outlay		1,511,832	908,667	518,667
Transfer Of Funds To Charter Schools	10-000-100-56X	0	0	15,884
General Fund Grand Total		23,087,209	26,281,829	27,724,125
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	28,085	18,558	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	35,331	35,288	35,288
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	125,962	132,884	132,884
Nonpublic Handicapped Services	20-XXX-XXX-XXX	76,042	127,341	127,341
Nonpublic Nursing Services	20-XXX-XXX-XXX	61,558	55,620	55,620
Nonpublic Technology Initiative	20-XXX-XXX-XXX	18,976	16,068	16,068
Nonpublic Security Aid	20-XXX-XXX-XXX	0	15,450	15,450
Total Other State Projects		317,869	382,651	382,651
Total State Projects	20-XXX-XXX-XXX	317,869	382,651	382,651
Federal Projects:				
Title I	20-XXX-XXX-XXX	127,754	195,955	195,955
Title II	20-XXX-XXX-XXX	40,066	47,614	47,614
Title III	20-XXX-XXX-XXX	51,407	21,787	21,787
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	508,238	521,969	521,969
Total Federal Projects	20-XXX-XXX-XXX	727,465	787,325	787,325
Total Special Revenue Funds		1,073,419	1,188,534	1,169,976
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	533,154	513,550	510,429

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Debt Service Funds		533,154	513,550	510,429
Total Expenditures/Appropriations		24,693,782	27,983,913	29,404,530
Total Expenditures Net of Transfers		24,693,782	27,983,913	29,404,530

Budget Category	Audited Balance 6-30-2014	Audited Balance 6-30-2015	Estimated Balance 6-30-2016	Estimated Balance 6-30-2017
Unrestricted:				
--General Operating Budget	461,319	461,744	461,744	461,744
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	2,492,071	4,242,071	4,242,171	3,742,271
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	1,680,453	2,171,941	1,329,680	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	0	0
--Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
--Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	22,219	22,219	0	0

Per Pupil Cost Calculations	2013-14 Actual Costs	2014-15 Actual Costs	2015-16 Original Budget	2015-16 Revised Budget	2016-17 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$11,627	\$11,551	\$12,717	\$13,010	\$13,184
Total Classroom Instruction	\$6,863	\$6,764	\$7,302	\$7,202	\$7,326
Classroom-Salaries and Benefits	\$6,350	\$6,373	\$6,970	\$6,866	\$6,981
Classroom-General Supplies and Textbooks	\$366	\$292	\$191	\$175	\$187
Classroom-Purchased Services	\$147	\$99	\$140	\$162	\$157
Total Support Services	\$1,176	\$1,309	\$1,607	\$1,731	\$1,887
Support Services-Salaries and Benefits	\$924	\$891	\$1,304	\$1,374	\$1,493
Total Administrative Costs	\$1,631	\$1,636	\$1,593	\$1,675	\$1,671
Administration Salaries and Benefits	\$1,334	\$1,422	\$1,345	\$1,348	\$1,374
Total Operations and Maintenance of Plant	\$1,641	\$1,421	\$1,594	\$1,780	\$1,706
Operations and Maintenance-Salaries and Benefits	\$671	\$640	\$731	\$724	\$725
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$279	\$393	\$434	\$433	\$413
Total Equipment Costs	\$35	\$5	\$6	\$6	\$5
Legal Costs	\$27	\$50	\$45	\$108	\$87
Employee Benefits as a percentage of salaries*	20.97%	20.26%	21.27%	19.05%	20.73%

*Does not include pension and social security paid by the State on-behalf of the district.

**Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending (formerly the Comparative Spending Guide) and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2015-16 revised appropriations and the 2016-17 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Item	Line Number	Source	Amount	Explanation
1	29020	Tuition to other LEAs	437,146	transferred students to private schools due to extreme special services required.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	Region V - Aide, Assistive Technology evaluations, ABA , and other services.	0
Special Education Services	South Bergen Jointure Commission - Transportation/Special Education placement	0
Staffing - Other	Wresting and Swimming Cooperative with Lyndhurst Board of Education	0
Others	NJ ACES Program for Cooperative purchase of Electric and Natural Gas Services	0
Purchasing	Ed Data Services, Middlesex Regional Purchasing Cooperative	0
Municipal/Public Works	share garbage and recycling collection with township	0
Municipal/Public Works	Borough/DPW cuts grass at all schools and allows dumping at DPW, lends equipment as needed, BOE cuts grass at Boro Field, maintains and allows BOE fields and schools for recreation use, cleans playgrounds	0
Curriculum Services	Participates with 13 school districts through SBJC	0
Insurance Coverages and Benefits	Pooled Insurance - Liability and Worker's compensation	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	23,686,450
(B) Estimated Net Taxable Valuation (as of 10/01/15)	1,477,024,878
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	1.6037
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	24,174,720
(E) Estimated Net Taxable Valuation (as of 10/01/15)	1,477,024,878
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	1.6367

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	23,686,450
(H) Estimated Equalized Valuation (as of 10/01/15)	1,542,491,300
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	1.5356
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	24,174,720
(K) Estimated Equalized Valuation (as of 10/01/15)	1,542,491,300
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.5673

NAME=Antonio Alho

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Buildings/Grounds
Base Annual Salary Amount	\$93,636
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	18
Description of Other Contracted Non-Working Days	holidays/recesses
Total Allowances Amount	\$0
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$4,038
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$14,670
Contractual Post-Employment Benefit Description of Payout of Sick days	249 X \$30 PER DAY
Contractual Post-Employment Benefit Description of Payout of Vacation days	0
Contractual Post-Employment Benefit Description of Payout of Personal days	0
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Antonio Alho

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=David Hutchinson

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Athletic Director
Base Annual Salary Amount	\$86,700
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	16
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	18
Description of Other Contracted Non-Working Days	holidays/recesses
Total Allowances Amount	\$200
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$221
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$6,660
Contractual Post-Employment Benefit Description of Payout of Sick days	0
Contractual Post-Employment Benefit Description of Payout of Vacation days	PER DIEUM 333 X 20
Contractual Post-Employment Benefit Description of Payout of Personal days	none
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=David Hutchinson

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Dr. Oliver Stringham

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$157,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/14
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	18
Description of Other Contracted Non-Working Days	Holidays/recesses
Total Allowances Amount	\$3,900
Total Bonuses Amount	\$23,625
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$48,285
Contractual Post-Employment Benefit Description of Payout of Sick days	283 sick days at \$85 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	40 days at per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	none
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Dr. Oliver Stringham

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Kathleen Marano

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$175,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	18
Description of Other Contracted Non-Working Days	Holidays/recesses
Total Allowances Amount	\$2,700
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$7,000
Total Contractual Post-Employment Benefit Amount	\$32,998
Contractual Post-Employment Benefit Description of Payout of Sick days	as of June 2007
Contractual Post-Employment Benefit Description of Payout of Vacation days	40 days at dieum
Contractual Post-Employment Benefit Description of Payout of Personal days	00
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Kathleen Marano

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Michael Asmus

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$85,209
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	15
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	18
Description of Other Contracted Non-Working Days	holidays/recesses
Total Allowances Amount	\$0
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$0
Contractual Post-Employment Benefit Description of Payout of Sick days	none
Contractual Post-Employment Benefit Description of Payout of Vacation days	none
Contractual Post-Employment Benefit Description of Payout of Personal days	none
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Michael Asmus

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
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Additional Comment 1	
Additional Comment 2	
Additional Comment 3	